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Case number: 2019ES391598

Madrid, 13 October 2020

Subject: CSIC's resubmission file to the HR Excellence in Research Award

To whom it may concern,

Further to CSIC's application to the HR Excellence in Research Award being rated as "pending (minor modifications)", we thank you for your specific recommendations that we have carefully addressed.

You will find enclosed our resubmission file, comprising the following documents duly completed by CSIC, taking due consideration of the recommendations:

Template 2: HR strategy — **Action Plan:**

- Annex 1: Extended version of the Action Plan (highlighting with yellow underline all the implemented changes).
- Annex 2: Synoptic table of the Action Plan, where actions are organised in: four blocks, according the Charter and Code; around the main GAP principles related to and grouped within topics.
- Annex 3: Table of the Action Plan with the prioritised actions.
- Annex 4: Table of the scheduled Action Plan.

The Action Plan have been revised to take into account all the comments.

The complete application file can be found at: <https://www.csic.es/en/training-and-employment/human-resources-strategy-researchers-hrs4r>

We thank you for your recommendations related to the implementation phase that will help us pursue the work on the implementation and on further developments of the Action Plan. We look (onward to hearing the outcome of our application).

Yours sincerely,

Rosa Menéndez López
President

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